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CITY OF MINNEAPOLIS  
And  
MINNESOTA TEAMSTERS PUBLIC AND LAW  
ENFORCEMENT EMPLOYEES UNION, LOCAL NO.  
320 (DRIVERS UNIT)

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**LETTER OF AGREEMENT**

Overtime Work and Pay Article 10, Section 10.6, Subd 1

**WHEREAS**, the City of Minneapolis (hereinafter "Employer") and the Minnesota Teamsters Public and Law Enforcement Employees Union, Local No 320, Drivers Unit, (hereinafter "Union") are parties to a Collective Bargaining Agreement that is currently in force; and

**WHEREAS**, the parties agree to make null and void the Letter of Agreement dated 11/26/08 pertaining to Article 10.06 Subd. 1. The parties agree to insert prior contract language from the 2007 Collective Bargaining Agreement as follows:

**NOW, THEREFORE BE IT RESOLVED**, that the parties agree that the language in Article 10, Section 10.06, Subd 1 executed by the Parties is replaced by the language below:

Section 10.06 - Overtime Work and Pay

Subd. 1. Overtime Work and Pay

Employees may be required to work a reasonable amount of overtime as assigned by the Employer. All overtime work must be approved in advance. When authorized by departmental policy and approved in advance by an eligible employee's supervisor, compensatory time may be granted to employees in lieu of overtime pay. The overtime pay/compensatory time status codes set forth in Appendix "A" of this Agreement shall be applicable to bargaining unit employees as defined below:

OTC Code 2. Overtime pay or compensatory time shall be granted to employees at the rate of one and one-half (1½) times their regular hourly rate of pay for all time worked in excess of eight (8) hours per day or for all time worked in excess of forty (40) hours per week and at the rate of two (2) times their regular hourly rate of pay for all time worked on the seventh (7th) day of a work week. Compressed workweek arrangements, voluntarily agreed upon by employees and their supervisors, shall be exempt from the daily overtime provisions of this paragraph.

A maximum of fifty-six (56) hours of compensatory time may be accumulated unless the City Council has authorized up to one hundred twenty (120) hours for employees assigned to work on a special project basis or has authorized pay for compensatory time on a special project basis when funds are available for such purposes. Compensatory time, when used, must be scheduled and approved in advance in the same manner as the scheduling and approval of vacation under this Agreement.

As of the signatory date of this Letter of Agreement employees shall revert to the compensatory time maximum of 56 hours. Employees will retain the options of banking of compensatory time and/or taking cash payment for overtime hours worked.

FOR THE CITY OF MINNEAPOLIS:

FOR THE UNION:

*Timothy O. Giles*      *1/28/09*  
Timothy O. Giles      Date  
Director, Employee Services

*Michael J. O'Donnell*      *1-27-09*  
Michael J. O'Donnell      Date  
Business Agent

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